



General Assembly

January Session, 2003

Raised Bill No. 6427

LCO No. 3048

Referred to Committee on Education

Introduced by:
(ED)

AN ACT CONCERNING PROGRAMS TO ADDRESS THE TEACHER SHORTAGE.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Subsection (k) of section 10-145b of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective July*
3 *1, 2003*):

4 (k) (1) Unless otherwise provided in regulations adopted under
5 section 10-145d, in not less than three years nor more than eight years
6 after the issuance of a provisional educator certificate pursuant to
7 subsection (g) of this section and upon the statement of the
8 superintendent in whose school district such certificate holder was
9 employed, or the supervisory agent of a nonpublic school approved by
10 the State Board of Education, in whose school such certificate holder
11 was employed, that the provisional educator certificate holder and
12 such superintendent or supervisory agent have mutually determined
13 or approved an individual program pursuant to subdivision (2) of
14 subsection (j) of this section and upon the statement of such
15 superintendent or supervisory agent that such certificate holder has a
16 record of competency in the discharge of such certificate holder's

17 duties during such provisional period, the state board upon receipt of
18 a proper application shall issue such certificate holder a professional
19 educator certificate. A signed recommendation from the
20 superintendent of schools, or the superintendent's designee, for the
21 local or regional board of education or from the supervisory agent of a
22 nonpublic school approved by the State Board of Education shall be
23 evidence of competency. Such recommendation shall state that the
24 person who holds or has held a provisional educator certificate has
25 successfully completed at least three school years of satisfactory
26 teaching for one or more local or regional boards of education or such
27 nonpublic schools. Each applicant for a certificate pursuant to this
28 subsection shall provide to the Department of Education, in such
29 manner and form as prescribed by the commissioner, evidence that the
30 applicant has successfully completed coursework pursuant to
31 subsection (h) or (j) of this section, as appropriate.

32 (2) Upon application, a teacher from another state who has taught in
33 such other state for a minimum of five years and is nationally board
34 certified shall be issued a professional educator certificate with the
35 appropriate endorsement, subject to the provisions of subsection (m) of
36 this section relating to denial of applications for certification.

37 Sec. 2. Subsections (b) and (c) of section 10-183e of the general
38 statutes are repealed and the following is substituted in lieu thereof
39 (*Effective July 1, 2004*):

40 (b) Any member may purchase, as provided in subsection (c) of this
41 section, additional credited service, but [not to exceed an aggregate of
42 one year in the case of service described in subdivision (2) of this
43 subsection for each two years of active full-time service as a
44 Connecticut teacher; and] not to exceed an aggregate of one year in the
45 case of absence described in subdivision (8) of this subsection for each
46 five years of active full-time service as a Connecticut teacher, provided
47 if any such absence exceeds thirty consecutive school months, such
48 additional credited service shall be limited to thirty school months;

49 and not to exceed an aggregate of ten years for all service described in
50 this subsection, except for service described in subdivision (2) of this
51 subsection. In no event [, however,] may any service described in this
52 subsection be purchased if the member is receiving or is, or will
53 become, entitled to receive a retirement benefit based upon such
54 service from any governmental system other than the teachers'
55 retirement system or the federal Social Security System. Additional
56 credited service includes:

57 (1) Service as a teacher in a school for military dependents
58 established by the United States Department of Defense;

59 (2) Service as a teacher in another state of the United States, its
60 territories or possessions;

61 (3) Service in the armed forces of the United States in time of war, as
62 defined in section 27-103, or service in said armed forces during the
63 period beginning October 27, 1953, and ending January 31, 1955;

64 (4) Service in a permanent full-time position for the state;

65 (5) Service as a teacher at The University of Connecticut prior to July
66 1, 1965;

67 (6) Service as a teacher at the Wheeler School and Library, North
68 Stonington, prior to September 1, 1949;

69 (7) Service as a teacher at the Gilbert Home, Winsted, prior to
70 September 1, 1948;

71 (8) Any formal leave of absence as provided in regulations adopted
72 by the board, if the member subsequently returns to service for at least
73 one school year;

74 (9) Service as a teacher at the American School at Hartford for the
75 Deaf, the Connecticut Institute for the Blind or the Newington
76 Children's Hospital;

77 (10) Forty or more days of service as a substitute teacher, or the
78 equivalent service rendered at less than half-time, in a single public
79 school system within the state of Connecticut in any school year,
80 provided eighteen days of such service shall equal one month of
81 credited service under subsection (a) of this section;

82 (11) Service in the armed forces of the United States, other than
83 service described in subdivision (3) of this subsection, not to exceed
84 thirty months;

85 (12) Service as a full-time, salaried, elected official of the state or any
86 political subdivision of the state during the 1978 calendar year or
87 thereafter, if such member subsequently returns to service for at least
88 one school year;

89 (13) Service in the public schools of Connecticut as a member of the
90 federal Teacher Corps, not to exceed two years; and

91 (14) Service in the United States Peace Corps.

92 (c) Additional credited service must be purchased (1) at the time of
93 retirement, or (2) at the time a surviving spouse elects benefits under
94 the provisions of subsection (d) of section 10-183h, or (3) at the time
95 benefits commence under an optional payment form pursuant to
96 section 10-183j. Any purchase of service shall be accomplished by the
97 member paying to the board an amount equal to one-half of the
98 actuarial present value or, in the case of the purchase of service
99 described in subdivision (2) of subsection (b) of this section in excess of
100 ten years, the full actuarial present value, determined according to
101 actuarial tables adopted by the board, of the difference between the
102 retirement benefit which the member is entitled to receive based upon
103 his or her service apart from such purchased service and the benefit
104 which he or she is entitled to receive including such service. Payments
105 for additional credited service may be made in a lump sum by transfer
106 of funds from the member's accumulated one per cent contributions
107 withheld prior to July 1, 1989, with credited interest and accumulated

108 voluntary contributions with credited interest plus such other amounts
109 as may be required to complete the purchase.

110 Sec. 3. Section 10-183v of the general statutes is repealed and the
111 following is substituted in lieu thereof (*Effective July 1, 2003*):

112 (a) Except as provided in subsection (b) of this section, a former
113 teacher receiving retirement benefits from the system may not be
114 employed in a teaching position receiving compensation paid out of
115 public money appropriated for school purposes except that such
116 former teacher may be employed temporarily in such a position and
117 receive no more than forty-five per cent of the [entry-level salary]
118 maximum salary level for the assigned [subject area for such
119 compensation.] position. Any former teacher who receives in excess of
120 such amount shall reimburse the board for the amount of such excess.
121 Temporary employment means employment for less than a school
122 year. Notice of such employment shall be sent [monthly] semi-
123 annually on January thirty-first and June thirtieth to the board by the
124 employing officials and by the retired teacher at the end of each
125 assignment.

126 (b) [A] Notwithstanding the provisions of subsection (a) of this
127 section, a former teacher receiving retirement benefits from the system
128 may, with prior approval of the Teachers' Retirement Board, be
129 reemployed by a local or regional board of education [or by any
130 constituent unit of the state system of higher education if such
131 employment is authorized by the Teachers' Retirement Board upon
132 certification to such board that such reemployment is in the best
133 interests of the local or regional school system. Such certification shall
134 be made by the local or regional board of education, if the employer is
135 to be a local or regional board of education, or the Board of Governors
136 of Higher Education, if the employer is to be a constituent unit of the
137 state system of higher education] in a position designated by the
138 Commissioner of Education as a subject shortage area pursuant to
139 section 10-86 for the school year in which the former teacher is being

140 reemployed or in such other position as may be deemed necessary by
141 the commissioner. Such reemployment with any one board of
142 education may be for up to one full school year but may, with prior
143 approval by the Commissioner of Education and the Teachers'
144 Retirement Board, be extended for an additional school year. A local or
145 regional board of education shall submit a request for approval in
146 writing to the Teachers' Retirement Board prior to the reemployment
147 of such former teacher and prior to extending such reemployment for
148 an additional school year. Such requests for approval shall include a
149 statement indicating the type of assignment to be performed, the
150 anticipated date of rehire and the expected duration of the assignment.

151 (c) The [employment] reemployment of a former teacher under
152 subsection (b) of this section shall not be considered as service
153 qualifying for continuing contract status under section 10-151 and the
154 salary of such teacher shall be fixed at an amount at least equal to that
155 paid other teachers in the same school system with similar training
156 and experience for the same type of service. Upon approval by the
157 board of such reemployment, such former teacher shall be eligible for
158 the same health insurance benefits provided to active teachers
159 employed by such school system. No benefits shall be paid in under
160 section 10-183t while such former teacher is employed by such system.

161 (d) No person shall be entitled to survivor's benefits under
162 subsection (f) of section 10-183f as a result of reemployment under this
163 section.

164 [(e) Retirement benefits to a former teacher reemployed under
165 subsection (b) of this section shall terminate on the first day of the
166 month of such reemployment. Retirement benefits shall resume on the
167 first day of the month after reemployment ceases.]

168 [(f)] (e) The same option plan of retirement benefits in effect prior to
169 reemployment shall continue for a reemployed teacher during
170 reemployment. [and upon subsequent retirement.]

171 [(g) Any former teacher reemployed under subsection (b) of this
172 section may elect upon completion of not less than six months
173 continuous service to make contributions to the system from such date.
174 The employer of such electing reemployed teacher shall thereafter treat
175 such teacher with respect to the system in the same manner as any
176 other member of the system except that such employer shall deduct
177 only six-sevenths of the amount that would be deducted from the
178 salaries of other members.

179 (h) Any reemployed teacher electing to make contributions to the
180 system under subsection (g) of this section may also elect to obtain
181 retirement credit for service during the period from the beginning of
182 reemployment to the date of such election by contributing to the
183 system within six months of the date on which such teacher makes
184 such election under said subsection (g), six per cent of the salary paid
185 such teacher during such period together with credited interest from
186 the time such salary was paid until such contribution is made to the
187 system.

188 (i) Upon the subsequent retirement of an electing reemployed
189 teacher, the retirement benefits payable to such retired teacher shall be
190 increased by triple the amount that would be payable based solely
191 upon contributions of such teacher made during the period of
192 reemployment plus credited interest thereon.]

193 (f) The provisions of this section in effect on June 30, 2003, shall be
194 applicable to any reemployed teacher making contributions under this
195 section to the Teachers' Retirement System on June 30, 2003.

196 Sec. 4. Subsection (d) of section 10-145f of the general statutes is
197 repealed and the following is substituted in lieu thereof (*Effective July*
198 *1, 2003*):

199 (d) Any person who is first issued a certificate valid after July 1,
200 1989, or who is reissued a certificate after July 1, 1989, shall, except as
201 otherwise provided in this subsection, be required to achieve a

202 satisfactory evaluation on a professional knowledge clinical
203 assessment within two years after commencing [teaching in a public
204 school] participation in the beginning educator support and training
205 program in order to retain the certificate. The commissioner (1) may
206 waive the requirement that such satisfactory evaluation on a
207 professional knowledge clinical assessment be achieved upon a
208 determination that such assessment is not valid for the person's
209 teaching assignment, or (2) upon a showing of good cause, may extend
210 the time limit for the assessment [by one year] for a period of time not
211 exceeding two years. The requirement of a clinical assessment shall not
212 apply to any such person who has completed at least three years of
213 successful teaching in a public school or a nonpublic school approved
214 by the appropriate state board of education during the ten years
215 immediately preceding the date of application or who successfully
216 taught with a provisional teaching certificate during the year
217 immediately preceding an application for a provisional educator
218 certificate as an employee of a local or regional board of education or
219 facility approved for special education by the State Board of Education.
220 Notwithstanding the provisions of this subsection, [to the contrary,]
221 the State Board of Education may reissue an initial educator certificate
222 to a person who held such certificate and did not achieve a satisfactory
223 evaluation on a professional knowledge clinical assessment provided
224 the person submits evidence demonstrating significant intervening
225 study and experience, in accordance with standards established by the
226 State Board of Education.

227 Sec. 5. Subsection (d) of section 10-220a of the general statutes is
228 repealed and the following is substituted in lieu thereof (*Effective July*
229 *1, 2003*):

230 (d) The state Department of Education may fund, within available
231 appropriations, in cooperation with one or more regional educational
232 service centers: (1) A cooperating teacher program to train Connecticut
233 public school teachers and certified teachers at private special
234 education facilities approved by the Commissioner of Education and at

235 other facilities designated by the commissioner, who participate in the
236 supervision, training and evaluation of student teachers; (2) institutes
237 to provide continuing education for Connecticut public school
238 educators, assessors and cooperating teachers and teacher mentors,
239 including institutes to provide continuing education for Connecticut
240 public school educators offered in cooperation with the Connecticut
241 Humanities Council; and (3) a beginning teacher support and
242 assessment program to train Connecticut public school teachers and
243 other qualified persons approved by the Commissioner of Education
244 and certified teachers at such private special education and other
245 designated facilities who serve as mentors or assessors for beginning
246 teachers and who supervise, train and assist or assess beginning
247 teachers in their initial years in teaching and to pay stipends to
248 assessors. Funds available under this subsection shall be paid directly
249 to school districts for the provision of substitute teachers when
250 cooperating teachers, teacher mentors, beginning teachers and
251 assessors are released from regular classroom responsibilities and for
252 the provision of professional development activities for cooperating
253 and student teachers, teacher mentors, assessors and beginning
254 teachers. The cooperating teacher and beginning teacher support and
255 assessment programs shall operate in accordance with regulations
256 which shall be adopted by the State Board of Education pursuant to
257 chapter 54. Student teachers shall be placed with trained cooperating
258 teachers. Beginning teachers shall participate in a beginning teacher
259 support and assessment program as made available by the board.
260 School districts shall be responsible for providing support to beginning
261 teachers which shall include, but not be limited to, the placement of
262 beginning teachers with trained teacher mentors who may be full or
263 part-time teachers in the same or a different building than the
264 beginning teacher and provision of trained assessors to conduct
265 assessments of beginning teachers. Cooperating teachers, teacher
266 mentors and assessors may serve concurrently in more than one
267 capacity and may be assigned more than one student teacher or
268 beginning teacher in each such capacity. The assessment of each

269 beginning teacher shall be based upon, but not limited to, data
270 obtained from observations conducted by assessors using an
271 assessment instrument. [Notwithstanding any regulation to the
272 contrary, the State Board of Education may require less than six
273 observations as part of such assessment for the fiscal year ending June
274 30, 1992, and may establish different assessment standards for use
275 during such fiscal year. Notwithstanding any regulation to the
276 contrary, a] A beginning teacher need not be assessed by a certified
277 teacher who holds a certification endorsement in the same general
278 subject area as such beginning teacher. Cooperating teachers and
279 teacher mentors who are Connecticut public school teachers and
280 assessors who are employed by school districts shall be selected by
281 local and regional boards of education. Cooperating teachers and
282 teacher mentors and assessors at such private special education and
283 other designated facilities shall be selected by the authority responsible
284 for the operation of such facilities. If a board of education is unable to
285 identify a sufficient number of individuals to serve in such positions,
286 the commissioner may select qualified persons who are not employed
287 by the board of education to serve in such positions. Such regulations
288 shall require primary consideration of teachers' classroom experience
289 and recognized success as educators. The provisions of sections 10-
290 153a to 10-153n, inclusive, shall not be applicable to the selection,
291 placement and compensation of persons participating in the
292 cooperating teacher and beginning teacher support and assessment
293 programs pursuant to the provisions of this section and to the hours
294 and duties of such persons. The State Board of Education shall protect
295 and save harmless, in accordance with the provisions of section 10-235,
296 any cooperating teacher, teacher mentor or assessor while serving in
297 such capacity.

298 Sec. 6. (NEW) (*Effective July 1, 2003*) The Department of Higher
299 Education shall collaborate with the Department of Education, the
300 regional community-technical colleges and four-year institutions of
301 higher education that offer teacher preparation programs, to design
302 programs to allow community-technical college students who are

303 interested in pursuing teaching careers to enter teacher preparation
304 programs at four-year institutions upon completion of their
305 community-technical college programs. Under the programs, a student
306 shall be jointly accepted for admission by the community-technical
307 college and the four-year institution, provided actual admission to the
308 four-year institution shall be subject to successful completion of the
309 community-technical college program. The programs shall include a
310 counseling component.

311 Sec. 7. Subsection (c) of section 10-145f of the general statutes is
312 repealed and the following is substituted in lieu thereof (*Effective July*
313 *1, 2003*):

314 (c) Notwithstanding the provisions of this section and section 10-
315 145b, the following persons shall be eligible for a nonrenewable
316 temporary certificate: (1) A person who has resided in a state other
317 than Connecticut during the year immediately preceding application
318 for certification in Connecticut and meets the requirements for
319 certification, excluding successful completion of the competency
320 examination and subject matter assessment, if such person holds
321 current teacher certification in a state other than Connecticut and has
322 completed at least one year of successful teaching in another state in a
323 public school or a nonpublic school approved by the appropriate state
324 board of education, (2) a person who has graduated from a teacher
325 preparation program at a college or university outside of the state and
326 regionally accredited, and meets the requirements for certification,
327 excluding successful completion of the competency examination and
328 subject matter assessment, [and] (3) a person hired by a charter school
329 after July first in any school year for a teaching position that school
330 year, provided the person hired after said date could reasonably be
331 expected to complete the requirements prescribed in subparagraphs
332 (B) and (C) of subdivision (1) of subsection (c) of section 10-145b, by
333 the commencement of the school year following the school year in
334 which such person held such temporary certificate, and (4) a person
335 hired to teach in a subject or geographic shortage area pursuant to

336 section 10-8b who (A) has successfully completed the competency
337 examination or has achieved a combined score of one thousand or
338 more on a Scholastic Aptitude Test administered on or before March
339 31, 1995, or a combined score of eleven hundred or more on a
340 Scholastic Aptitude Test administered on or after April 1, 1995, and (B)
341 has five years of successful teaching experience in a related subject
342 area, (i) in this state in a nonpublic school approved by the Department
343 of Education, (ii) in another state in a public school or a nonpublic
344 school approved by the appropriate state board of education, (iii) at a
345 public or private institution of higher education accredited by the
346 Department of Higher Education, or (iv) at a public or private
347 institution of higher education in another state that is regionally
348 accredited. The nonrenewable temporary certificate shall be valid for
349 one year from the date it is issued. Any board of education employing
350 a person who holds a nonrenewable temporary certificate issued
351 pursuant to the provisions of subdivision (2) of this subsection shall
352 provide a program to assist each such person who has not successfully
353 completed the competency examination by January fifteenth of the
354 school year in which such certificate was issued. Said program,
355 developed in consultation with the [state] Department of Education,
356 shall include academic and classroom support service components.
357 Each such person who does not successfully complete said
358 examination by said January fifteenth shall participate in said
359 program.

360 Sec. 8. (*Effective from passage*) The Teachers' Retirement Board,
361 pursuant to section 10-183l of the general statutes, shall study the
362 feasibility and cost of establishing an optional alternate retirement
363 system for teachers, as defined in section 10-183b of the general
364 statutes, who are first hired on or after July 1, 2004, by any school
365 district in this state and are employed for an average of at least one-
366 half of each school day. The board may consider a plan similar to that
367 developed for eligible unclassified employees of the constituent units
368 of the state system of higher education and the central office staff of
369 the Department of Higher Education pursuant to subsection (c) of

370 section 5-155a of the general statutes or any other portable plan that
371 includes matching contributions by the state. Not later than January 1,
372 2004, the Teachers' Retirement Board shall report its findings and
373 recommendations, in accordance with section 11-4a of the general
374 statutes, to the joint standing committee of the General Assembly
375 having cognizance of matters relating to education.

This act shall take effect as follows:	
Section 1	<i>July 1, 2003</i>
Sec. 2	<i>July 1, 2004</i>
Sec. 3	<i>July 1, 2003</i>
Sec. 4	<i>July 1, 2003</i>
Sec. 5	<i>July 1, 2003</i>
Sec. 6	<i>July 1, 2003</i>
Sec. 7	<i>July 1, 2003</i>
Sec. 8	<i>from passage</i>

Statement of Purpose:

To address the teacher shortage and to implement some of the recommendations of the Commission on the Teacher and School Administrator Shortage and Minority Recruitment.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]